

Priority Consideration – VIN 1414315

An applicant inquiry regarding the cutoff scores prompted us to take a closer look at the competitive referral lists that were sent to Laredo.

Originally four competitive certificates were issued for Laredo Sector – One for each office (HQ, North, South, West).

January 2016: Due to an administrative error, some applicants, who had scores within the range of referred scores, were not referred for consideration. In order to determine the total number of applicants who were owed consideration, a new competitive ranking list was generated including all four Laredo locations on one list. Based on selections, the cut score was determined to be 77.

In total 79 applicants were owed priority consideration for the Laredo Sector.

In order to give the 79 applicants proper consideration, each applicant will be referred to Laredo Sector one time for each of the locations to which they applied (up to four). Laredo must give them selection consideration. If they do not select the applicants, they must provide written justification for their decision. Applicants will also receive written notification that they were owed consideration and that they are being referred to the selecting officials. Applicants will not be notified if they are not selected, but can request the reason for not being selected.

This process was determined based on guidance from the CBP Merit Promotion Plan:

PRIORITY PLACEMENT PROVISIONS. Employees entitled to and eligible for priority consideration or placement will be referred to the selecting official prior to other candidates, and if possible, before a vacancy announcement is issued. It is the responsibility of HRM to ensure that management officials afford priority candidates appropriate consideration, maintain documentation and, upon request, provide the appropriate documentation of consideration to priority candidates.